

Message Text

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11
ACTION EA-09

INFO OCT-01 ISO-00 CIAE-00 PM-04 H-02 INR-07 L-03 NSAE-00

NSC-05 PA-01 PRS-01 SP-02 SS-15 USIA-06 OMB-01 ACDA-07

/064 W

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R 100659Z AUG 76
FM AMEMBASSY MANILA
TO SECSTATE WASHDC 8694
INFO SECDEF WASHDC
JCS WASHDC
CINCPAC
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CINCPACFLT
CINCPACREPPHIL SUBIC
CG 13TH AF CLARK

C O N F I D E N T I A L MANILA 11936

CINCPAC ALSO FOR POLAD

FROM USDEL 191

E.O. 11652: GDS
TAGS: MARR, RP
SUBJECT: PHILIPPINE BASE NEGOTIATIONS: OFFICIAL SUMMARY
RECORD 8/3/76

TRANSMITTED BELOW IS THE TEXT OF THE OFFICIAL SUMMARY RECORD
FOR THE NEGOTIATING SESSION OF AUGUST 3, 1976.

QUOTE: THE PLENARY SESSION WAS RECONVENED AT 9:30 A.M.
AMBASSADOR ROMUALDEZ INFORMED THE PANELS THAT IN THE
ABSENCE OF UNDERSECRETARY JOSE D. INGLES, AMBASSADOR
JOSE IRA PLANA WOULD TAKE HIS PLACE.

THE TWO PANELS IMMEDIATELY PROCEEDED TO CONSIDER
FOUR JOINT WORKING PARAGRAPHS IN THE PROSPECTIVE
LABOR ARTICLE. BEGINNING WITH THE PARAGRAPH ON
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RECRUITMENT, THE TWO PANELS EACH EXPLAINED THEIR RESPEC-

TIVE POSITIONS ON THE BRACKETED PORTIONS. IT WAS AGREED TO DELETE THE BRACKETED SENTENCE IN THE PARAGRAPH REFERRING TO CHARGES FOR THE SERVICES OF THE PHILIPPINE EMPLOYMENT OFFICE (PEO) IN RECRUITING LABOR FOR THE FACILITIES. THE US PANEL ACCEPTED THE PHILIPPINE PANEL'S POSITION ON THE PERIOD OF TIME (TWO WEEKS) THE PEO WOULD HAVE TO FURNISH A LIST OF JOB CANDIDATES FOR A POSITION, AND ON SUBMISSION OF A QUARTERLY REPORT TO THE PEO OF THE NUMBER OF EMPLOYEES HIRED DIRECTLY. THE MODIFIED PARAGRAPH (ATTACHED AS ANNEX A) WAS THEN APPROVED BY THE TWO PANELS.

THE PANELS THEN TOOK UP THE PAYROLL DEDUCTIONS PARAGRAPH. AFTER EACH PANEL EXPLAINED ITS RESPECTIVE POSITION IN THE DISAGREED LANGUAGE, THE PANELS AGREED TO REPLACE THE BRACKETED US LANGUAGE -- ""FOR NON-UNITED STATES CITIZEN DIRECT HIRE EMPLOYEES" -- WITH THE WORDS -- "WITH RESPECT TO DIRECT HIRE EMPLOYEES WHO ARE PHILIPPINE CITIZENS". THE TWO PANELS WERE UNABLE TO RESOLVE THEIR DIFFERENCES IN THE OTHER DISAGREED PORTIONS OF THE PARAGRAPH AND REFERRED IT BACK TO THE LABOR GROUP FOR FURTHER CONSIDERATION.

THE PANELS THEN TOOK UP THE PARAGRAPH ON SEVERANCE PAY. EACH PANEL EXPLAINED ITS RESPECTIVE POSITION ON THE DISAGREED PORTIONS OF THE PARAGRAPH, INVOLVING THE DETERMINATION OF THE PERIOD OF SERVICE ON WHICH SEVERANCE PAY WOULD BE COMPUTED, AND THE AMOUNT OF SEVERANCE PAY. THE US PANEL AGREED THAT THE NOTICE PERIOD WOULD NOT BE DEDUCTED FROM SEVERANCE PAY, CONTINGENT ON THE SATISFACTORY RESOLUTION OF THE REDUCTION-IN-FORCE PARAGRAPH. AFTER FURTHER DISCUSSION, THE PANELS WERE UNABLE TO RESOLVE THEIR DIFFERENCES IN THE DISAGREED LANGUAGE OF THE PARAGRAPH AND REFERRED IT BACK TO THE LABOR GROUP.

THE PANELS THEN TOOK UP THE PARAGRAPHS ON RESOLUTIONS

OF DISPUTES. THE PANELS WERE UNABLE TO RESOLVE THEIR DIFFERENCES IN THE TWO AREAS OF DISAGREEMENT -- WHETHER THE 1968 BASE LABOR AGREEMENT SHOULD BE MENTIONED IN THE PARAGRAPH AND ON HOW DISAGREEMENTS ARISING OUT OF THE TECHNICAL SURVEY ON WAGE AND FRINGE BENEFITS SHOULD BE RESOLVED. THE PANELS REFERRED THE PARAGRAPH BACK TO THE WORKING GROUP FOR FURTHER CONSIDERATION.

THE PANELS AGREED THAT AUGUST 4 SHOULD BE DEVOTED
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TO WORKING GROUP SESSIONS. THE PLENARY ADJOURNED AT
12:10 P.M.

ANNEX A: RECRUITMENT.

RECRUITMENT.

RECRUITMENT OF FILIPINO EMPLOYEES WHO ARE NOT
FORMER EMPLOYEES, CHILDREN OF DECEASED OR RETIRED EMPLOYEES
OR IN OTHER SIMILAR SPECIAL CATEGORIES WILL BE ACCOMPLISHED

FROM LISTS OF QUALIFIED APPLICANTS SUBMITTED BY THE PUBLIC
EMPLOYMENT OFFICE (PEO) OF THE PHILIPPINE DEPARTMENT OF
LABOR IN RESPONSE TO RECRUITMENT REQUESTS FROM THE FACILITIES.
VACANT POSITIONS WILL BE FILLED FIRST FROM WITHIN THE
RANKS OF PRESENT OR FORMER FACILITY DIRECT HIRE EMPLOYEES
OR SPECIAL CATEGORY CANDIDATES BEFORE ASSISTANCE IS SOUGHT
FROM PEO. FACILITIES PERSONNEL OFFICES MAY DIRECT PER-
SONS TO THE PEO AND REQUEST THAT THEIR NAMES BE INCLUDED
OR LISTS TO BE FURNISHED. SELECTION WILL BE MADE BY THE
FACILITIES COMMANDER OR REPRESENTATIVE. THE FACILITIES
SHALL SUBMIT TO THE NEAREST PEO A QUARTERLY REPORT OF EMPLOYEES
HIRED DIRECTLY. ADDITIONAL LISTS MAY BE REQUESTED FOR
THE SAME JOB VACANCY IN THE EVENT SUFFICIENT QUALIFIED
PERSONS ARE NOT CONSIDERED TO BE LISTED SO THAT A
CHOICE IS AVAILABLE FROM SEVERAL BASICALLY QUALIFIED
PERSONS. THE THE EVENT THE PEO DOES NOT FURNISH QUALIFIED
CANDIDTES WITHIN A PERIOD OF TWO WEEKS, UNITED STATES
FACILITIES MAY RECRUIT DIRECTLY.
END QUOTE.
SULLIVAN

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Message Attributes

Automatic Decaptioning: X
Capture Date: 01 JAN 1994
Channel Indicators: n/a
Current Classification: UNCLASSIFIED
Concepts: MEETING REPORTS, NEGOTIATIONS, MILITARY BASES
Control Number: n/a
Copy: SINGLE
Draft Date: 10 AUG 1976
Decaption Date: 01 JAN 1960
Decaption Note:
Disposition Action: RELEASED
Disposition Approved on Date:
Disposition Authority: ellisoob
Disposition Case Number: n/a
Disposition Comment: 25 YEAR REVIEW
Disposition Date: 28 MAY 2004
Disposition Event:
Disposition History: n/a
Disposition Reason:
Disposition Remarks:
Document Number: 1976MANILA11936
Document Source: CORE
Document Unique ID: 00
Drafter: n/a
Enclosure: n/a
Executive Order: GS
Errors: N/A
Film Number: D760307-0285
From: MANILA
Handling Restrictions: n/a
Image Path:
ISecure: 1
Legacy Key: link1976/newtext/t19760869/aaaacigi.tel
Line Count: 135
Locator: TEXT ON-LINE, ON MICROFILM
Office: ACTION EA
Original Classification: CONFIDENTIAL
Original Handling Restrictions: n/a
Original Previous Classification: n/a
Original Previous Handling Restrictions: n/a
Page Count: 3
Previous Channel Indicators: n/a
Previous Classification: CONFIDENTIAL
Previous Handling Restrictions: n/a
Reference: n/a
Review Action: RELEASED, APPROVED
Review Authority: ellisoob
Review Comment: n/a
Review Content Flags:
Review Date: 03 JUN 2004
Review Event:
Review Exemptions: n/a
Review History: RELEASED <03 JUN 2004 by CunninFX>; APPROVED <04 OCT 2004 by ellisoob>
Review Markings:

Margaret P. Grafeld
Declassified/Released
US Department of State
EO Systematic Review
04 MAY 2006

Review Media Identifier:
Review Referrals: n/a
Review Release Date: n/a
Review Release Event: n/a
Review Transfer Date:
Review Withdrawn Fields: n/a
Secure: OPEN
Status: NATIVE
Subject: PHILIPPINE BASE NEGOTIATIONS: OFFICIAL SUMMARY RECORD 8/3/76 TRANSMITTED BELOW IS THE TEXT OF THE OFFICIAL SUMM
TAGS: MARR, RP, US
To: STATE
Type: TE
Markings: Margaret P. Grafeld Declassified/Released US Department of State EO Systematic Review 04 MAY 2006